Northern Labour Market Committee

The First 20 Years

1983 - 2003

Welcome to the Northern Labour Market Committee

It's a success story and a role model. After 20 years, the Northern Labour Market Committee (NLMC) is as active as ever and stronger than ever.

Beginning in 1983 with a membership of 10 organizations, there are now more than 80 members including industry and employers, training institutions, funding agencies and northern communities. The core membership has remained constant.

The NLMC has shared information and served as a networking body. Solutions were pursued and tasks assigned through 11 subcommittees. For 20 years, labour market issues have been dealt with in all sectors - education and training, mining, forestry, aviation, apprenticeship, health, information technology, tourism, oil sands development, small business and traditional economies.

Northern Labour Market Committee - The First 20 Years is a thumbnail remembrance of the actions of this valued northern group. We hope it will interest and inform you.

Alan Parkinson
Committee Co-Chair

Walter Smith
Committee Co-Chair

Christine Laliberte
Committee Co-Chair

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Northern Labour Market Committee: The First 20 Years

1983

Challenges and Opportunities

- Northern Saskatchewan has historically been challenged by a lack of communication, both physically through transportation routes and through cooperation between groups. A lot of labour market work was going on, but the agencies were not sharing information!

NLMC Actions

- To help address this problem, in the summer of 1983 a small group of people began to work together to link training directly to the labour market.
- That fall, the committee became the **Northern Labour Market Committee (NLMC)**. The initial job of the NLMC was defined as making recommendations to its parent committee, the Federal-Provincial Labour Market Committee.

Founding members:

- **Canada Employment & Immigration Commission** (Wayne McElree, Dave Murray)
- **La Ronge Canada Employment Centre** (Jock Witkowski)
- **Saskatchewan Advanced Education & Manpower** (Ray McKay)

Expanded membership:

- **West Side, East Side and La Ronge Region Community Colleges**
- **AMNSIS** (Janet Holmgren, Norman Hansen, Jim Favel, Angus Deschambault, Roy Fosseneuve)
- **NorSask Native Outreach** (A. Morin)
- **Indian and Northern Affairs Canada** (C. Supernault, W. Gray)
- **Gabriel Dumont Institute** (Keith Turnbull)
- **Sask. Indian Community**

1984

Challenges and Opportunities

- To identify the future labour needs of industries.

NLMC Actions

- The first task was to develop information databases for northern communities.
- Membership was expanded to include government economic development agencies, including the provincial departments of **Economic Development** and **Tourism and Small Business**; the **Northern Affairs Secretariat**, **DRIE** (federal Dept. of Regional Industrial Expansion), the federal **Native Employment Services**, and the **northern community colleges.**
- At this point, Jock Witkowski is recorded as saying "I feel we'll have problems if this committee gets any bigger".

New players

- **Walter St. Cyr**, Native Career Development
- **Pab Orcajada,** Sask. Agriculture
- **Brian Goffin,** Northern Affairs Secretariat
- **Morris Onyskevitch**, West Side Community College
- **Bill Farley**, NorSask Native Outreach
- **Keith Goulet**, Executive Director, GDI
- **Donavon Young**, GDI

1985

Challenges and Opportunities

- The **Northern Development Advisory Committee** was established as a link between the provincial government and northern people - an autonomous non-government advisor to government.
- The first wish list from northern communities stressed the need for adult basic education and local government training.

- **Monte Carrier**, SICC
- **Ernie Lawton**
- **Mathew Yooya**
- **Vern Bachiu**, SICC
- **Bob Gervais**, Northern Institute of Technology
- **Maurice Lafond**, INAC

NLMC Actions

- The topic of linking trades training to mining was first discussed.
- One of NLMC's prime functions became to advise DRIE on how it spent its dollars ($750,000 per year for four years).
- Jock Witkowski and Ray McKay became permanent chairs.
- An **Institutes Subcommittee** was established. A **NEDSA Subcommittee** was established to provide input into new NEDSA funding proposals.
- Membership was expanded to include more training agencies, including **Saskatchewan Employment Development Agency** and the **Employment Development Branch**, the **Saskatchewan Indian Community College (SICC)** and the **Prince Albert Technical Institute (PATI)**. A **youth representative** was added.

- **Richard Turkheim**, Northern Advisory Committee
- **Lyle Bear,** AMOK
- **Jamie McIntyre,** Northlands College
- **Ray Laliberte**, Youth Representative

1986

Challenges and Opportunities

- The mandate of the **Northern Economic Development Subsidiary Agreement (NEDSA)** was defined, with a fund of $36 million over five years for training and business development in northern Saskatchewan.
- Construction of the Athabasca Transmission Line provided short-term construction jobs, and there was discussion of how to integrate training with construction of the new La Ronge hospital.

- **Randy Johns**, Labour Market Analyst
- **Walter Keyes,** Northern Affairs
- **Carol Rowlett**, Sask. Northern Affairs
- **Don Deranger**, Sask. Education

NLMC Actions

- An **Athabasca Regional Training Council** was formed.
- Industry joined the table for the first time following amalgamation of the Northern Mining Coordinating Group with NLMC. **Eldor Resources, AMOK Ltée, Saskatchewan Mining Development Corporation, Independent Mineral Developers Association and Cigar Lake Mining Corporation** were represented.
- A **Strategic Planning Subcommittee** developed new terms of reference to ensure NLMC became more task-oriented and promoted itself better to agencies and industry. The priorities were development of a human resource database and implementation of an Athabasca Region Initiative.

1987

Challenges and Opportunities

- Jake Kutarna was hired by Saskatchewan Education to coordinate the amalgamation of the three northern community colleges.The task was complete by fall.
- The question of the definition of a northerner came to the attention of the committee in 1987. This theme would recur over the next several years.
- Community Futures funding agencies, including two in the north, were formed under **Western Diversification,** an emerging federal department.
- The federal review panel for the Rabbit Lake mine was under way; the NLMC was asked for a letter of support.

- **Tony Cote** (replacing Bill Farley at Norsask Native Outreach)

- Road construction started from La Loche to Black Point, with 12 km completed.

NLMC Actions

- Member agencies discussed the need for better liaison with the mining industry. Each mining company required a tailored training program. About 500 people had been trained for mining so far through the northern colleges and the Northern Institute of Technology (NIT) - now SIAST's Woodland Campus.

1988

Challenges and Opportunities

- The first Northern Career Symposium was planned by the **Interprovincial Association on Native Employment (IANE)**.
- Of the 68 applications for NEDSA funding, 33 were approved. The committee noted that the five-year DRIE agreement ends in 1989.
- Dennis Shatilla of Buffalo Narrows was hired through NEDSA as a Northern Education Development Officer to monitor labour demands.
- In September, Weyerhaeuser announced the addition of a paper mill to its Prince Albert pulp mill, adding120-130 jobs.
- The SaskPower Northern Enterprise Fund was established in July. It would receive more than $700,000 annually from a levy on power generated in the north. Ben Siemens was the first manager.

- **Paul Bougie,** Athabasca Training Council
- **Gerry Stroshein**, Woodland Campus
- **Therese McDuff**, Social Services
- **Bill van Meppelen**, Apprenticeship
- **Ben Siemens**, Manager, SPNEF
- **Dennis Shatilla,** Education
- **Phil Parr**, PADC

NLMC Actions

- A special meeting was held where mining companies could discuss training and potential labour demand. The first ideas were formed for the creation of a joint venture mine training proposal to address an anticipated 1600 upcoming jobs.
- Students in the first underground mining training program graduated.
- The Athabasca Training Council took advantage of the formation of **Cameco Corporation** through the amalgamation of Eldor Resources and SMDC to get their voice heard and recommend training priorities.
- The following members were added to the committee: **DRIE, Western Diversification, Sask. Economic Development & Tourism; Meadow Lake Tribal Council; Sask. Association of Northern Local Governments (SANLG); Saskatchewan Indian and Native Affairs,** and the **Metis Society of Saskatchewan**.

1989

Challenges and Opportunities

- NEDSA spent $31 million of the planned $36 million. The initiative was successful because it was tied into the northern labour market, it offered a quick response, it funded training and economic development initiatives, and there were few restrictions.
- The province took over the funding of NORTEP, which had started as a NEDSA-funded project.
- Major projects were under way in La Loche (sewer and water); Sandy Bay (A Dam renovations); and Stony Rapids (firefighting).

- **Al Rivard,** NorSask Native Outreach
- **Vicky Marinuk,** NorSask Native Outreach

NLMC Actions

- Bill McLaughlin introduced the idea of an **Athabasca Innovations Project,** involving upgrading plus work experience. It was the first training partnership among federal and provincial governments and mining companies.
- The **Apprenticeship Subcommittee** was formed, as well as an **Interagency Subcommittee** to address the lack of communication, duplication of programs and competition between agencies.
- Discussions continued regarding a joint venture mine training proposal to address an anticipated 1600 upcoming jobs.

1990

NLMC Actions

- A review found NLMC important as the only forum for federal, provincial, training and community representatives to meet; a means to globally plan northern training; and for developing a spirit of cooperation among agencies.
- The **Gary Tinker Federation** became a member in 1990, promoting training and employment for disabled northerners.
- The first annual **regional training profile** was produced by NLMC and Northlands College, detailing labour market conditions and prospects and training needs in northern Saskatchewan.
- The three-year federal-provincial **Athabasca Innovations Project** commenced at Stony Rapids, combining adult upgrading with work experience at the mines.

- **Bill McLaughlin**, Northlands College, representing principal Neil Clarke
- **Peter Kalyn**, Principal, SIAST Woodland Campus
- **Eric Pedersen**, Director, Entrepreneurial Training, Northlands College
- **Anna McNally**, NORTEP

- A **Northern Apprenticeship Training Pilot Project** (carpentry) started in September, running until the following April.
- The first chemical laboratory technician course was held in La Ronge to address mining industry needs.

1991

Challenges and Opportunities

- Appointments to the Joint Federal-Provincial Panel on Uranium Developments in Northern Saskatchewan were made in April and August. The panel toured certain mine sites before the hearings began.
- Federal and provincial governments produced the first of what would be nine reports on Aboriginal Participation in Mining.
- Cameco reported 100% of labourers were northern, but only 9% of supervisors. The goal is a 50% northern labour force overall by 1995.
- Cluff Lake was considering closing if the DJX expansion was not approved. Minatco was considering developing three open pits and an underground mine at McClean Lake, with an anticipated 11-year life.

NLMC Actions

- In followup to discussions at NLMC, Sask. Education helped set up a **training centre in Wollaston** under the Athabasca Innovations Project, with the mines donating the required equipment. It would address upgrading first, then trades training. Later, Chief Joe Tsannie thanked NLMC for its support of the project, saying it boosted community spirit and regional interest.
- A **Mineral Sector Task Team** (MSTT) was established as a subcom-

- **Ken Haapanen,** Minatco
- **Julia Ewing,** Canadian Council for Native Business.
- **Peggy Buckley** (On contract with PATC to research mine training for northern bands)
- **Ray Duret**, Cigar Lake Mining Corporation
- **Larry Richardson**, Midwest Joint Venture

mittee of NLMC to coordinate, plan and share information and to develop a global plan for mine training. As a result of MSTT discussions, Cameco and Cigar Lake Mining Corp. initiated the **Athabasca Educational Awards** in schools in the Athabasca basin. COGEMA joined the initiative later.

- The MSTT initiated a **radiation education module** developed by CAIRS (Canadian Institute of Radiation Safety), to be incorporated into all mine orientation programs. A Radiation/Environmental Technician program was designed with the help of MSTT.

1992

✸ Challenges and Opportunities

- The federal Pathways funding programs initiated in 1990 were aimed at turning over Aboriginal training to Aboriginal people. Province-wide, $4.5 million went to Canada Employment Centres, $6.4 million to 10 local Metis Pathways boards, and $9.4 million to Indian Pathways. Population-based funding proved to be problematic for the north.
- The United Steelworkers of America agreed that every second apprentice position would be targetted to workers of Aboriginal ancestry.
- The Mineral Sector Steering Committee undertook a labour needs assessment of the northern mining companies in preparation for a training initiative.

- **Greg Ross**, Keewatin Dazi Development Inc.
- **Ron Ray**, PATC
- **Collette Robertson**, Indian & Metis Affairs Secretariat
- **Jane Forster**, Sask. Energy & Mines

NLMC Actions

- NLMC assisted in the establishment of a PALS computer learning program at the Athabasca Training Centre in Wollaston, along with Cameco and the communities of Wollaston and Hatchet Lake.

1993

Challenges and Opportunities

- Constraints to mine training were identified as fragmented funding sources, uncertainty of mine startups, a poorly educated labour pool, and the impact of union agreements on hiring.
- Al Shpyth and Gerry Morin held northern consultations regarding issues raised by the uranium panel.
- The Dumont Technical Institute announced it would start program delivery in January 1994.
- SaskPower announced upcoming renovations at the Island Falls hydroelectric project.
- The **Northeast Economic Development Council (NEDA)** became a member.

NLMC Actions

- The first draft of a **Multi-Party Training Plan** was developed.
- The Mineral Sector Task Team, having completed its task of determining training needs and availability, was reconstituted as the **Mineral Sector Steering Committee (MSSC)** to oversee implementation of the train-

- **Jamie McIntyre**, Cameco
- **Ray Duret**, Cigar Lake Mining Corp.
- **Raj Maneck**, Sask. Economic Development
- **Jay Fredericks**, Sask. Energy & Mines
- **Walter Keyes**
- **George Pellerin,** Provincial Apprenticeship Board
- **Vince Robillard**, Cameco Northern Affairs
- **Gladys Christiansen**, La Ronge Indian Band)
- **Les Erikson,** SIAST Woodland Institute
- **Morris Onyskevitch**, Multi-Party Training Plan Coordinator
- **Clare Gitzel**, COGEMA La Ronge office
- **Lyle Bear,** COGEMA Buffalo Narrows office)
- **Doug Gailey**, Clearwater Training Council
- **Lorna Docken**, Dumont

ing plan. The first programs were under way by December, with $1 million available for training.

- Discussions continued regarding making Creighton a mine training centre following severe layoffs by Hudson Bay Mining and Smelting (HBM&S).
- The **Clearwater Training Council** was formed to identify regional training needs on the Northwest Side.
- The Provincial Apprenticeship Board proposed a **Northern Apprenticeship Committee (NAC)** to develop a flexible, coordinated system of trades training to meet the needs of the northern labour market while maintaining industrial standards. There were 120 apprentices and 60 journeymen in the north.
- The first idea for a **forestry training subcommittee** was brought to the table, to use the same approach as MPTP to raise training funds for the forestry sector.
- NLMC supported publication of a new northern magazine, "Opportunity North". The first issue appeared in March 1994.

1994

Challenges and Opportunities

- Counselling continued in Creighton around the HBM&S layoffs, funded by Saskatchewan Education. 185 people received counselling.
- Future Skills announced a new $10 million program, with Jim Ludwig as coordinator and Graham Guest as northern consultant. The program ran from December 1994 to June 1996.
- Cameco started operating the Contact Lake gold mine. COGEMA took over McClean Lake from Total Minatco. The McArthur River shaft was

Technical Institute
- **Bob McFarlane,** SIAST Woodland Institute
- **Norm Bouvier,** Jim Brady Metis Pathways
- **Wendy Ericson,** PATC
- **Philip Bear**, Lac La Ronge Indian Band
- **James Swan**, President, NEDA
- **Buckley Belanger**, Northwest Municipalities Assoc.
- **Paul Bougie**, Athabasca Training Council
- **Perry Chaboyer**, Gabriel Dumont Institute
- **Allan Adam**, Athabasca Chiefs
- **Josiah Charles,** LRIB Outreach Worker
- **Rick Cummings**, Churchill Metis)
- **Angus Pratt,** Visions North
- **Gerry Lalonde,** La Ronge Hospital Project
- **Ken Eddols,** Carlton Comprehensive High School, P.A.
- **Larry Lahusen,** Waddy Lake Resources

down to 530 metres below surface.

- Cameco signed a six-year exclusive transportation agreement with Northern Resource Trucking.
- The uranium companies signed an agreement in principle for an **Impact Management Agreement** with Athabasca communities. The agreement addressed the environment (compensation for damage), employment (first hiring from Athabasca communities) and benefit sharing.
- The provincial government formed the **Northern Mines Monitoring Secretariat** with Don Hovdebo as manager. The first meeting to discuss formation of Environmental Quality Committees was held in the Athabasca region.

NLMC Actions

- The **Forestry Subcommittee** was established and undertook a training needs survey of forestry contractors. There were 133 forestry trainees at a cost of $195,300.
- The **Multi-Party Training Plan Agreement** was formally signed between provincial and federal governments, First Nations funding agencies and industry. The value was $10.5 million over five years. The program was nominated for a Conference Board of Canada Award of Excellence.
- The **Health Subcommittee** was formed to increase the participation of northerners in both construction and operational phases of the La Ronge hospital project.
- The province established a **Northern Health Bursary** program to

- **Alisha Ferdinand**, Flin Flon/Creighton Community Improvement Development Committee - CDIC
- **Michelle Crawford**, CDIC
- **Leonard Larson**, InterNorth Contracting
- **Chris Broten, Norma Malboeuf, Betty Hildebrand,** New Careers
- **Pat Burke,** Gary Tinker Federation
- **Al Rivard,** Gary Tinker Federation

promote training of northerners in health careers.

1995

Challenges and Opportunities

- The Northern Development Fund was announced, with a $2 million annual loan fund offering funding for Community-based Regional Development Organizations (CREDOs) and business skill training.
- Construction started at McClean Lake. Contact Lake was producing gold, projecting a 5-6 year life at 60-70,000 ounces annually. The Eagle Point mine at Rabbit Lake was in production.
- Seabee officially produced the most gold of any mine in Saskatchewan's history. The mine's life expectancy was 3-4 years. HBM&S proposed a base metal mine at Konuto, near Denare Beach.
- SIFC (Saskatchewan Indian Federated College) established a northern campus in Prince Albert and took over the federal School of Dental Therapy.

NLMC Actions

- The Multi-Party Training Plan won a national award for educational partnerships. In its first two years, 348 individuals participated in 400 training seats.
- The Professional Careers Subcommittee expanded to become the **Post-Secondary Subcommittee**, to facilitate a collaborative approach to post-secondary education and to seek non-traditional funding.
- The province provided funding for **NAC** to hire a coordinator and build a database. 450 tradespeople were registered in the north.

- **David Malcolm**, Kikinahk Friendship Centre
- **Cynthia Thachuk,** New Careers
- **Shirley Barg,** TISASK
- **Steve Rymes,** Sask. Energy & Mines
- **Jim Ludwig,** Future Skills
- **Frank Lai,** MLTC
- **Fred Wolch,** Sask. Housing
- **George Ward,** Cumberland House Development Corporation
- **Jim Bogard,** Sask Economic Development
- **Garry Meekins,** Athabasca Training Council
- **Joan MacDonald,** Athabasca Training Council
- **Michelle Harding,** Jim Brady Development Corp.
- **Danny McLennan,** SIAST Woodland
- **Robert Priebe**, SIAST Woodland

1996

Challenges and Opportunities

- With panel hearings going ahead, Cigar Lake anticipated production in 1999 if approved. Komis planned a production start in July. Turnover rate was low in the mining industry.
- Three Environmental Quality Committees (EQCs) were formed, to be self-directing. Representatives were nominated by communities. Pam Schwann became NMMS manager.
- 33% of Cameco's goods and services were purchased in the north ($31 million).
- NORTEP, now in its 20th year, added the Meadow Lake Tribal Council (MLTC) and Prince Albert Grand Council (PAGC) as well as the Ile a la Crosse and Creighton school divisions to its board. They identified a need for a bridging program for maths and sciences. NORPAC expanded to third year classes.
- The Grandmother's Bay road and the Cumberland House bridge were completed. There was pressure to complete the La Loche-Fort McMurray road.

NLMC Actions

- NAC and other partners piloted an **Exploring Trades and Technology** (ET&T) program in six northern high schools.
- The **Education and Training Subcommittee** was formed to facilitate discussion among post-secondary agencies in the north. The committee undertook an inventory of post-secondary services, to form the basis of a long-term planning strategy. Consultations were held on restructuring

- **Eldon Henderson,** FSIN
- **Peter Bear,** Northcote Metis Development Corp.
- **Al Ducharme**, NORTEP
- **Robert Kasner**, Greater Lenora Resources
- **Janis Stone,** Sask. Labour Force Development Board
- **Graham Guest**, Future Skills
- **Tracey Meyers**, JobStart
- **Ray Sanderson**, PADC
- Woodland Cree
- **Georges Mercredi,** Northern Employment Services
- **Gerry Weinstein,** Consultant
- **Mike Durocher,** Northwest Municipalities Association
- **Richard Turkheim**, Sask. Northern Affairs
- **Eber Hampton**, SIFC
- **Gord Shaw**, SaskPower Northern Enterprise Fund.
- **Duncan Cassels**, Visions North
- **Tom Potts,** HRDC
- **John Tosney**, Cigar Lake Mining
- **Ron Eaket,** Sask. Highways)
- **Buckley Belanger**, MLA

K-12 education.
- Under MPTP, 668 people were enrolled in training programs.

1997

Challenges and Opportunities

- NORTEP was increased to a five-year B.Ed program.
- NRT said the lack of driver's licenses among northerners was a major obstacle to training truck drivers.
- The mining sector had now grown as predicted, and Cameco predicted an employee surplus by 2000. McArthur River construction started, and Key Lake was downsized. Rabbit Lake was expected to phase out in 2000-2001. Seabee opened its new shaft.
- There were skilled worker shortages in areas such as the Stony Rapids and La Ronge hospital projects, and in exploration on the east side.
- There were layoffs in the logging industry because of market conditions. The need for more industry involvement in the forestry training committee was identified, as well as the need to develop a framework for K-12 education.

NLMC Actions

- The MSSC started to negotiate MPTP Phase 2.
- In training, the MSSC focussed on ABE, pre-trades and pre-technologies, workplace education at Rabbit Lake, and skill training. The MPTP has resulted in a doubling of employment from four years previously, as well as gains in technical and supervisory positions held by northerners.

- **Paul Daigneault,** Century Labour Force
- **Emil Hansen**, Athabasca Training Council
- **Bobby Cheechoo**, Northcote Metis Dev. Corp.
- **Hugh Guthrie**, SPMC
- **Hugh Hunt**, SERM
- **Rick Laliberte**, Northern Lights School Division
- **Pam Schwann**, NMMS
- **Ray Gagnon**, Claude Resources
- **Manley McLachlan,** Sask. Construction Association.
- **Brad van den Bussche**, Waddy Lake Resources
- **Harold Schultz**, NORTEP/NORPAC
- **Patti Watt**, HRDC
- **Carl Beal**, SIFC
- **Ernie Chymistruk**, Sask. Education

- As an outcome of MSSC, **CAPES (Cameco Access Program for Science and Engineering),** was established to find ways to provide greater access to engineering for students from the north.
- NLMC was involved in a number of interagency programs to bridge high school students to employment and training.
- A **Career Services Subcommittee** was established, with Keewatin Career Development Corporation as the lead agency.
- A **Disabilities Subcommittee** was formed with the **Gary Tinker Federation** to help address the training and employment needs of disabled northerners.
- The NLMC worked with Saskatchewan Highways to improve northern participation in contracts on northern roads. Penalty clauses, a wider circulation of contracts, and a northern procurement policy were developed.
- The forestry training committee gained more industry participation as a result of forestry sector partnership under the Future Skills/JobStart program. Activities will run until Feb. 1999.

- **Denise D'Amour**, NAC Co-Chair
- **George Pellerin,** NAC Co-Chair
- **Brett D'Amour**, NAC Consultant
- **Mark Hislop**, Carrier Provincial Forest Products
- **Rod Sexsmith**, Clearwater Forest Products
- **John Robillard**, SaskFor McMillan
- **Ruth Ahenakew Madill,** CESO
- **Peter McKay,** DTI
- **Ann Dorion**, Strategic Initiatives
- **Bruce Ruelling** , NLSD

1998

✷ Challenges and Opportunities

- The Contact Lake gold mine closed in July. COGEMA announced Cluff Lake would suspend operations in December 2000. Key Lake shut down for mill modifications before starting to mill McArthur River ore. Rabbit Lake production slowed to extend operations until Cigar Lake ore could be milled. Claude Resources' Seabee mine remained profitable despite low world gold prices.
- Cameco reported the total workforce at its four mines will decrease by 200 by 1999. Construction at Cigar was planned for 1999-2000.
- HRDC's employment services were transferred to the provincial government.
- The **Saskatchewan Communications Network (SCN)** , delivers university programming in the north.
- The **Saskatchewan Research Council (SRC)** announced an **Industry Technology Advisory** position for La Ronge, co-funded by Northlands College, Northern Affairs, SIAST, SRC and the federal government. Dianne Allen was hired for the position, to work with Aboriginal agencies, economic development organizations and small businesses across the north.
- SERM developed a strategy to double the timber harvest. The advantages for Saskatchewan timber, and barriers facing industry expansion, were outlined.
- The Wapawekka Lumber sawmill was under construction. Green Lake Metis Wood Products signed a MOU with Stillwater Forest Products to develop a finger-jointing plant in Green Lake.

- **Earl Cook**, PSEST
- **Donna Heimbecker**, Metis Nation of Saskatchewan
- **Brian Maier**, SIAST Woodland Institute
- **Al Martin**, Mistik Management
- **Roman Orynik**, Weyerhaeuser
- **Bill Duffee**, Ile a la Crosse School Division
- **Mike Mercredi**
- **Guy Poncelet**, SIIT
- **Godwin Phillips**, SaskPower
- **Louis Gardiner**, Ile a la Crosse School Board
- **Kathy Chisholm**, Sask. Health
- **Peter Mayotte**, MPTP
- **Jim Parres**, Copper Quest/Leader Mining
- **Pat Cardinal,** Cameco Northern Affairs
- **Dave Greyeyes**, COGEMA
- **Bruce Staines**, Claude Resources
- **Gene Kimbley**, PAGC Forestry
- **Torance Tornquist**, Saskfor MacMillan

- Weyerhaeuser offered to release one million hectares (ha) of forest to other small operators, in return for an increased lumber production from 100,000 million board feet per year to 300,000.
- Northern Affairs announced a Northern Procurement Program to increase government purchases and contracts from northern companies.
- Don Deranger worked with the Saskatchewan Construction Association and other agencies to ensure Athabasca residents were employed on the new hospital at Stony Rapids.

NLMC Actions

- The NLMC lobbied Saskatchewan Energy & Mines (SEM) to increase incentives for mineral exploration in Canada.
- The MPTP won a national award for innovation in the public-private sector. Phase 2 of MPTP was signed. The new agreement was for $13.5 million over five years for mine-related training.
- NAC implemented **"Making the Connection to the Workplace"** to connect high school students to the world of work, and to remove barriers and improve strategies to assist northern apprentices.
- The **Education and Training Subcommittee** expanded its membership and mandate to include K-12. The focus remained on math and science at all levels.
- Forestry training continued north-wide. Forest firefighter skills were to be upgraded.
- NAC hired an apprenticeship coordinator and an administrator to assist with employment registry and referral duties.

- **Chief Harry Cook**, LRIB
- **Manley McLachlan**, Sask. Construction Association
- **Paulette Campbell,** SIAST Woodland Institute
- **Lawrence McIntyre**, Des Nedhe Corp.
- **Angie Schmidt**, Des Nedhe Corp.
- **Ralph Pilz,** NLSD
- **Ron Berezowsky**, SERM
- **John Dalzell**, HRDC
- **Daria Coneghan,** Skills Canada
- **Kelvin Roy,** GLMWP
- **Peter Kalyn,** Weyerhaeuser
- **Dwayne Hiebert,** PAGC
- **Brian Morin,** Northwest Training Council
- **Alex Campbell,** Northern Affairs
- **Wolfgang Langenbacker,** SIAST

- The Athabasca Training Council expanded its mandate to include economic development. The new **Athabasca Economic Development & Training Council (AEDTC)** was set up as a CREDO.

1999

✷ Challenges and Opportunities

- The NORTEP focus expanded to include math and sciences leading to pre-science and engineering degrees, and to produce middle year and high school teachers with specialties in various subjects. The need for labs and student accommodations was identified.
- The Wapawekka sawmill started up May 10 and averaged 85,000 board feet per shift as it "ironed out the kinks".
- Weyerhaeuser bought SaskFor's operations at Carrot River and Hudson Bay. Ainsworth Lumber was negotiating with NorSask Forest Products for a new OSB mill in Meadow Lake, and northern communities were looking at ways to capitalize on this opportunity. Kitsaki Management LP negotiated a legal partnership with Zelensky Bros. Sawmill of La Ronge.
- The Nisto project near Black Lake was approved as the first cleanup activity for old mines. The Northern Mines Monitoring Secretariat (NMMS) and the Athabasca Environmental Quality Committee were involved.
- The McClean Lake mill started up.
- McArthur River began production, with Key Lake milling the ore. Rabbit Lake was operating on half time. The future of Cigar Lake was tied to

- **Doug Bowersock,** Wapawekka Lumber
- **Ron Smith,** SaskFor MacMillan
- **Brian Cousins,** Northern Affairs
- **Paul Fudge,** Sask. Communications Network
- **Doug Muir,** Provincial Apprenticeship Board.
- **Angie Merasty,** Cameco Northern Affairs
- **John Pohve,** Claude Resources Inc.
- **Sandra Greenough**, HRDC
- **Art Battiste,** Calibre Consultants
- **George Patterson**, Sask. Energy & Mines
- **Hon. Maynard Sonntag,** Minister of PSEST
- **Hon. Clay Serby,** Minister of Education

market prices, currently low. Seabee continued in spite of low gold prices.
- Saskatchewan was rated by the Fraser Institute as the third best jurisdiction in Canada for exploration, considering tax regimes etc.
- In 1998-99 over 250 training seats were sponsored through MPTP2 in pre-technology, nursing, truck driver, underground miner and radiation technician.

NLMC Actions

- NAC participated in a **Saskatchewan Aviation Sector Partnership**, formed to promote pilot and engineer training through partnerships with private flying schools.
- NAC completed the "Making Connections in the Workplace" initiative, including an Exploring Trades & Technology (ET&T) high school curriculum and an apprenticeship initiative to link apprentices to employers.
- The Education Subcommittee began work on a **Northern Education Indicators** framework.
- The NLMC urged appointment of two northern board members on the newly formed **Apprenticeship and Trade Certification Commission**.
- The **Forestry Subcommittee** developed a Multi-Party Training Strategy and began to compile an inventory of existing skills and develop recommendations.
- The universities branch of PSEST consulted with NLMC about developing a nursing training program through SIFC, and ways to better work with community groups.
- The northern challenge of attracting and keeping health professionals was

- **Simpson Naytowhow,** Woodland Cree Resources.
- **Frank Brooks,** Skills Canada, Youth Apprenticeship
- **Everett Gamble,** Skills Canada, Youth Apprenticeship

brought to the committee. A new **Health Training and Employment Subcommittee** was formed to address this.

2000

Challenges and Opportunities

- Emerging jobs were identified as local government administrator, recreation technician and sewer and water manager.
- Work continues on developing a First Nations Flying School, to begin in Fall 2000 with 24 seats.
- The CAPES summative report was distributed in June.
- The Headwaters project was approved for $4.5 million over three years in federal funding under Smart Communities. The project application had support from 70 northern agencies. The three main components are: develop a portal website for distance education, assist electronic commerce, and support community services through website links to government and economic development agencies.
- SERM's **Representative Areas Network (RAN)** policy was flagged as potentially detrimental to the mineral exploration industry. Three million hectares were on the cards for withdrawal from development in the north.
- Cameco funded two Saskatchewan students to attend Lester B. Pearson College in B.C. One, Real Carriere, is from the north.
- Foran Mining was trying to raise financing to acquire 100% ownership in the McIlvenna Bay base metal mine near Creighton.
- Saskatchewan Energy & Mines (SEM) launched new incentives to encourage exploration.

- **Linda Pipke/Muriel Garven,** Sask. Council for Community Development
- **John Biss**, Executive Director, Universities Branch, PSEST
- **Peter Achleitner,** SIAST
- **Arnold Boldt,** SIAST
- **Bob Sutton,** SIAST
- **Ron Smith,** Weyerhaeuser.
- **Cliff Buettner,** PAGC
- **Ray Beament,** NAC Manager
- **Lisa Wilson,** DTI
- **Peter Mayotte,** Northlands College
- **Christine Laliberté,** Meadow Lake Consortium/MLTC
- **Gary Harris,** PAGC
- **Ron Turgeon,** Mistik Management
- **Joe Daigneault,** Northlands College
- **John Scarfe,** Northern Business Administrator, Cameco

- Weyerhaeuser restructured and downsized its Prince Albert operation by 10 per cent.
- Meetoos (Ainsworth/PBCN 50:50) was negotiating a timber supply licence and planning a sawmill at Limestone Lake near Deschambault.
- A Northern Tourism Industry Assessment document was completed. The report inventoried tourism in terms of flora/fauna, events, services, attractions and tourism-related organizations. The north gets only 2.3% of overnight visits to Saskatchewan.
- Opportunities in the oil sands developments of northern Alberta are booming.

NLMC Actions

- NAC expanded to include employment referral and help for employers looking for skilled trades workers.
- MPTP training continued despite an overall slowdown in the mining industry. The emphasis this year was on developing business and technical capacity, retraining existing employees, and bringing northerners up to academic requirements.
- The Forestry Training Subcommittee was restructured to be smaller, with more industry representation. Its mission is to link training directly to employment in the forestry sector.
- NLMC formed an **Oil Sands Subcommittee** to help northern residents access employment opportunities in the Fort McMurray area.

- **Nancy Cherney**, SERM

2001

✸ Challenges and Opportunities

- Communication of programs, career services, and job opportunities could be improved through better coordination of existing counselling infrastructure and agencies' radio time. The Career Services Subcommittee/KCDC was asked to refocus on its primary mandate of information sharing and career services.
- Because of changing demographics, the province developed an **Aboriginal Education and Training Action Plan** with input from First Nations and Metis education ministers. A multi-year action plan, which fills in the gaps of existing programs, was to be in place by fall. It would tie into the Northern Strategy.
- The Mamawetan Churchill River Regional Health District undertook labour force and training needs assessment of its workforce.
- A migration study was undertaken by the Community Vitality Monitoring Partnership Project. Most of the 170 people interviewed moved for education, employment or family reasons.
- The AEDTC formed Points North Athabasca Contracting, a joint venture with Graham Construction and Points North Freighting. The company secured a contract to build the new health centre at Stony Rapids, and identified an available labour pool in the Athabasca region.
- The Headwaters Project established facilities in La Ronge and Ile a la Crosse. They developed a 15-hour on-line course which trained 500 teachers to use on-line resources as part of school curriculum. Forty community access centres were equipped in schools across the north.

- **Roy Anderson,** Anderson/East
- **Phil Parr**, Social Housing Management Program
- **Robert DuBrule,** Sakitawak Development Corporation
- **Rob Greenwood**, Sask. Economic Development
- **Marty Ballentyne,** Missinipe Youth Foundation
- **Bill Almdal,** Athabasca Oilsands Developers
- **Jim Tompkins,** Sask Labour Occupational Health Branch

- **Amanda Olsen, Josh McCann,** Missinipi Youth Foundation
- **Ray Beament**, NAC Coordinator
- **Ina Fietz Ray**, Northern Affairs
- **Bruce Simms,** SOCO
- **Angela Schmidt,** Sask Economic Development
- **John Mielke,** Northern Saskatchewan Tourism
- **Stephen Davies,** Foran Mining

- Forest fire fighting training was delivered by Saskatchewan Environment for provincial assistance recipients.

NLMC Actions

- The Mineral Sector Steering Committee began negotiations for Multi-Party Training Plan Phase III, which could encompass training that crosses industrial sectors to serve the oil sands and other sectors. Phase III could also focus on longer term training for higher technical careers.
- A **Youth Subcommittee** was formed, with the Missinipe Youth Foundation representing youth in northern Saskatchewan.
- For 2001-2002, the province increased its forestry training commitment to $859,000. This funding generates more than twice as much in training from its funding and industry partners.
- The NLMC supported establishment of an **Aboriginal Advisory Council** to the Apprenticeship and Trades Certification Commission to work on an Aboriginal apprenticeship training and employment strategy.

2002

Challenges and Opportunities

- NLSD implemented a High School Programming and Career Counselling Initiative, and required schools to provide core subjects.
- Social Services changed its policy to allow students in some types of training to receive assistance while learning.
- The CREDO program was discontinued. Regional Development Councils

Corp.
- **Steve Masson,** Foran Mining Corp.
- **Grant McTavish,** SIAST
- **Alan Parkinson,** Deputy Minister, Northern Affairs

- **Don Parenteau,** DTI
- **Victoria Gubbles,** SAHO
- **Jean Bruce,** SaskPower
- **Emmanuel Laliberte,** NWC
- **Norm Hatlevik,** MCR Health District
- **Randy Wells,** New North

will replace them. The Northwest Development Council was the first to be established.

- La Ronge worked towards natural gas service, and lobbied for a proposed new fish processing plant to be located there.
- Two new health programs were offered in Prince Albert: a 10-month Northern Health Sciences Access program to assist in obtaining math and science prerequisites, and the Northern Nursing Education Program, a 4-year nursing degree program.
- Headwaters developed three on-line courses were developed: teacher training, Native Studies 10 and forest fire fighting.
- Kitsaki Zelensky expected their term supply licence by fall.
- The Meadow Lake OSB partnership was formed to construct the $220 million plant.
- The Wapawekka mill added a kiln. The old OSB plant at Hudson Bay closed, and the new one ramped up to full production.
- The **Saskatchewan Forest Centre** was established in Prince Albert. It sought applications for funding from the **Forest Development Fund**.
- Mining recommenced at Rabbit Lake after a two-year closure. Cluff Lake completed mining and milling, and won a national safety award. The Sue C ore body at McClean Lake was mined out in February; milling continued with stockpiled ore.
- The NMMS brought students from the north to the travelling Great Canadian Mines Show in La Ronge. The Community Vitality Monitoring Partnership Process coordinated a youth workshop at Rabbit Lake in March, which was attended by 37 young people, and was working on a nutrition study.

- **Angus McKay**, Missinipi Youth Foundation
- **Murdoch Carriere,** SERM Fire Protection Branch
- **Don McDonald,** Wapawekka Lumber
- **Toby Greschner,** Saskatchewan Learning

NLMC Actions

- The Education and Training Subcommittee produced the first Northern Education Indicators Report, outlining challenges and trends.
- A formal partnership called "Northern Neighbours – A Partnership for Jobs" was signed to help promote employment and economic activities across the border. Job applications were available over the Internet.
- The forestry subcommittee reported a lower demand for training because of uncertainty in the lumber industry.
- MPTP-funded programs this year focused on basic education and academic upgrading, to provide skills to access education and skill training programs. The committee continued to negotiate MPTP3.
- The **Traditional Economies Subcommittee** was formed to identify training for fishermen, trappers and wild rice and alternate forest products.

2003

Challenges and Opportunities

- The need for trades workers in all industries, particularly construction, mining and forestry was identified. Other training needs were identified by communities.
- Videoconferencing becomes a new way for northerners to connect to education and training, meetings and workshops. The Headwaters Project, now in its final year of funding, was negotiating alternate financing to

- **Keith Henry** (Metis Employment & Training of Sask. Ltd. - METSI)
- **Gabe Lafond** (METSI)
- **Bertha Georges** (Jim Brady Employment & Training)
- **Marlene Hansen** (Methy Pathways Board)
- **Alma Roy** (Metis Employment

continue its programs.

- Northern Affairs approved workplans for five new regional development corporations, and committed $48,000 per year to each.
- Cameco instituted a Preferred Supplier Program to replace the tendering process. Claude Resources extended underground workings at the Seabee mine to 600 metres deep. Cigar Lake undertook pre-construction activities.
- Weyerhauser closed sawmills and conolidated operations across North Ameica. The Big River and Wapawekka mills closed for the winter. NorSask's mill also took down time. The OSB mill at Meadow Lake started operations. Green Lake and the Northwest Communities worked together on a wood supply.
- A four-year degree Northern Nursing Program started in Prince Albert.
- Three northerners were named to the Board of the Apprenticeship and Trades Certification Commission.
- Construction tenders became available on-line.
- Pilot projects for community tourism planning were established in four northern communities. The Northern Tourism Task Team is also identifying new northern products besides fishing.

NLMC Actions

- The Forestry Training Subcommittee (FTSC) administered $859,000, which levered almost $1 million in training dollars. With a depressed industry, demand for training had fallen.
- NAC worked with HRDC on a Youth Apprenticeship Initiative. Trades & Training, Northern Region 3)
- **Anita Jones (**Northern Affairs)
- **Joyce Desjarlais (**Northern Health Science Access Program)
- **Bebe Ivanochko** (Northern Literacy Strategy)
- **Ashley Topuschak (**Crown Investments Corporation)
- **Greg Meister** (SaskTel)
- **Reagan Lundquist** (HRDC)
- **Bob Wihlidal, Alan Reed, Clem Reid** (Community Resources and Employment)
- **Tyra Watt** (northern Human Services Partnership)
- **Gordon Beatty** (Central Cree)
- **Isadore Desjarlais** (Northwest Development Council)
- **Isadore Campbell** (Northwest Development Council)
- **June Markham** (Creighton RDC)
- **Joe Hordyski** (Woodlands & Waterways RDC)
- **Robin Woodward** (Saskatchewan Forest Centre)
- **Michael Newman** (First Nations Forestry Program)

training proposals were submitted to the Northern Development Agreement.

- NAC hired an apprenticeship Coordinator to help apprentices find work on northern projects.
- The Mineral Sector Steering Committee (MSSC) finalized Multi-Party Training Plan Phase 3, and signed the $13.5 million agreement. Phase 3 focuses on partnerships to improve academic performance in schools; increasing the number of northerners in trades; and training linked to jobs in industry.
- The Oilsands Subcommittee started a travel and accommodation allowance for Saskatchewan residents working in Fort McMurray, AB., to be funded by government.

- **Leslie Woods** (Creighton RDC)
- **Doug Eddy** (Buffalo Narrows Economic Development Corporation)
- **Brennan Merasty** (Youth Working Group)
- **Duane Derosier** (Claude Resources)
- **Clarence Nault** (Tourism Labour Market Partnership)
- **Conrad Pura** (Skills Canada
- **Carson Poitras,** NAC Coordinator

The Northern Labour Market Committee looks forward to the next 20 years!

Northern Labour Market Committee
Saskatchewan Learning
Box 5000
LA RONGE, SK.
S0J 1L0
Phone (306) 425-4380
Fax: 306-425-4383
Email: sasked.gov.sk.ca